PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF
WOMEN
NEWFOUNDLAND & LABRADOR

Annual Report
2009-2010

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
NEWFOUNDLAND & LABRADOR

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September 8, 2010

Honourable Kathy Dunderdale
Minister Responsible for the Status of Women
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Dunderdale:

On behalf of the members of the Provincial Advisory Council on the Status of Women, it is my pleasure to submit our 2009-2010 Annual Report in accordance with the guidelines for Annual Performance Reports for Category 2 Government Entities.

This report was prepared under my direction. My signature reflects council members' accountability for the results contained in this report.

Sincerely,

Linda Ross
President/CEO

LR/pm

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1.0 Organizational Overview

The Provincial Advisory Council on the Status of Women (PACSW) is an arms-length, external agency which reports to the Minister Responsible for the Status of Women. It was established by the Provincial Government in 1980 and received legislative standing with the introduction of the *Status of Women Advisory Council Act*.

The Advisory Council consists of 11 members, including a President/CEO and Vice-President. It was created to advise Government on issues affecting the status of women and to raise awareness of women's issues within the general public.

The President/CEO is a full-time staff position filled through a public service competition. The successful candidate is appointed to a three-year term by the Lieutenant-Governor in Council.

Members of the Advisory Council are selected following a nomination call by the Minister Responsible for the Status of Women. They are appointed by the Lieutenant-Governor, in Council for three-year terms of office and are eligible for reappointment.

1.1 Advisory Council Members

Advisory Council members bring a wealth of diverse experience and feminist analysis to the work of the Advisory Council, along with a shared commitment to advancing the status of all women in Newfoundland and Labrador. Council members bring experiences of rural and urban women, multicultural and aboriginal women, women with disabilities, women with experience in social, economic and political sectors.

"How wonderful it is that nobody need wait a single moment before starting to improve the world."
~Anne Frank

2009-2010 Council Members:

- Linda Ross, President/CEO – St. John's
- Carolyn Lavers, Vice-President – Port aux Choix
- Mary Pia Benuen – Sheshatshiu
- Stephanie Flowers- Happy Valley-Goose Bay
- Yamuna Kutty – St. John's
- Hilda Whelan- Whitbourne
- Vanessa MacArthur – Port aux Basques

- Michelle Murdoch – St. John's
- Phyllis Seymour – Little Bay Islands
- Kelly Power- Paradise
- Regina Bailey- Clarenville

1.2 Mandate, Vision and Mission

Our Mandate:

Our mandate is laid out in Section 3 of the *Status of Women Advisory Council Act*. It reads as follows:

3. *The advisory council shall*

a) advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;
b) advise the minister on those matters relating to the status of women that the advisory council feels appropriate; and
c) bring before the government and the public matters of interest and concern to women; and
d) establish the general policies that will govern the organization, administration and operation of the advisory council.

Our Vision:

Equality, equity and inclusion for women in Newfoundland and Labrador.

Our Mission:

The following mission statement is to guide our work through 2011:

By March 31, 2011, the Provincial Advisory Council on the Status of Women will have enhanced its representation in priority areas related to advancing the status of women.

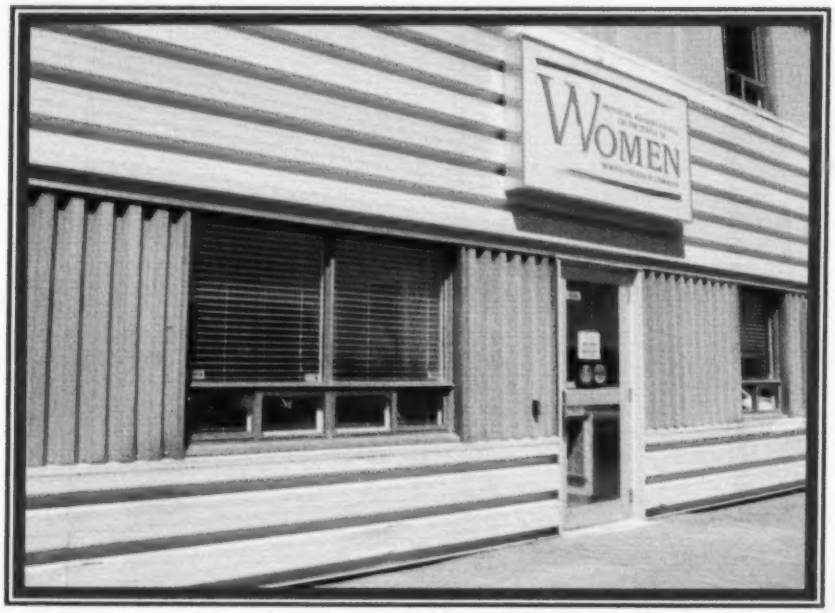
1.3 Values

Advisory Council members and staff work from a feminist perspective to advance the status of women in Newfoundland and Labrador. In 2006, we developed a set of values for the Advisory Council.

See **Appendix II** for a description of these values.

1.4 Physical Location

The leased, accessible office space is located at 15 Hallett Crescent, Suite 103, St. John's, NL.



1.5 Budget

In March 2009, the Advisory Council budget allocation was $441,000.

In September 2009, the Advisory Council was allocated an additional $52,800. This figure included funds to cover costs associated with organizational restructuring.

1.6 Lines of Business

Lines of business are defined as those discrete and coherent sets of programs, services and/or products that represent what the Advisory Council provides to its external clients.

In keeping with the Advisory Council's legislated mandate, the following lines of business have been identified:

(1) Advising Government on issues affecting the status of women

(2) Outreach and consultation

(3) Public education and awareness

(1) Advising Government on Issues Affecting the Status of Women

The Advisory Council provides advice as requested by the Minister and other Government departments and agencies. On an ongoing basis, the Advisory Council is asked for recommendations on changes to, or the creation of, legislation, policies and practices affecting the status of women in Newfoundland and Labrador.

The work of the Advisory Council is centred on improving Government policies, programs, practices, services, legislation and budget allocations as a means to advance the equality of women in Newfoundland and Labrador. The Advisory Council also brings emerging issues and concerns to Government. It works with individual women, women's groups, and the Women's Policy Office to identify the issues and develop an analysis of problems and solutions.

While the Advisory Council is not the direct agent of change, council members provide advice and direction to Government and advocate for systemic changes. Advice is generally provided through position papers, briefs and written recommendations. The Advisory Council identifies processes to move existing policy forward or to deal with gaps. It also engages in issue analysis, research and consultation. In addition, the Advisory Council participates on a variety of committees and working

groups which provide information and recommendations related to advancing the status of women.

(2) **Outreach and Consultation**

The Advisory Council conducts outreach to equality-seeking organizations and to Government by responding to requests for workshops, presentations and speeches on women's experiences, feminist analysis and gender inclusive analysis, insofar as resources permit. In addition, the Advisory Council engages in provincial outreach by travelling and meeting with groups of women in the province to discuss issues related to the status of women.

When working on specific issues, the Advisory Council reaches out to stakeholders, clients and others for information and collaboration. It actively engages in networking and consultation with women's groups throughout the Province, as resources allow and as indicated by the strategic priorities.

Much of the Advisory Council's outreach work is done using communication tools such as email, phone, listserv and conference calls. The Advisory Council is increasingly engaged in outreach through travel and face to face meetings with women in the Province. The Advisory Council hosts and participates in roundtable meetings; brings groups together to facilitate information exchanges; and participates in local, regional and national meetings and conferences. The Advisory Council also engages in outreach with women's equality-seeking groups through participation on outside boards and advisory committees.

(3) **Public Education and Awareness**

The Advisory Council's third line of business is focused on providing public education and awareness on issues related to women's social, legal, economic, political and cultural equality.

History is herstory too.
~Author Unknown

The Advisory Council uses the media, both print and electronic, to provide information on the status of women, both proactively and reactively. This enables the Advisory Council to provide public feminist reaction and analysis on issues both negatively and positively affecting women's equality and inclusion.

The Advisory Council creates and/or circulates information, briefs, reports and other documents related to the status of women. The Advisory Council also publishes articles in magazines and periodicals.

Additional public education and awareness initiatives include the hosting and co-hosting of educational roundtables and workshops.

2 Shared Commitments

Our work could never be accomplished in isolation from our many partners who share a commitment to advancing the status of women.

During 2009-2010, a positive and dynamic working relationship with the Minister Responsible for the Status of Women and the Women's Policy Office continued to strengthen our ability to fulfill our mandate and reach our goals. Throughout the year, we shared information, analysis and strategies to advance a variety of women's equality issues.

We also established and maintained positive working relationships with the staff and Ministers of the following Departments and other Government entities:

- Child, Youth and Family Services
- Human Resources, Labour and Employment
- Finance
- Justice
- Aboriginal Affairs
- Municipal Affairs
- Royal Newfoundland Constabulary
- Violence Prevention Initiative
- Justice Minister's Committee on Violence against Women

Community Partners
We worked with many feminist groups and other community organizations including:

Provincial:

- Status of Women Councils
- Transition Centres and Shelters
- Transition House Association of Newfoundland and Labrador
- Multicultural Women's Organization of Newfoundland and Labrador
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre

- Regional Coalitions against Violence
- Planned Parenthood Newfoundland and Labrador
- Newfoundland and Labrador Federation of Students
- Newfoundland and Labrador Federation of Municipalities
- Newfoundland and Labrador Federation of Labour
- Union women's committees

National:

- OXFAM Canada
- Coalition of Provincial and Territorial Advisory Councils on the Status of Women
- Worked closely with the New Brunswick, Prince Edward Island, Manitoba, Nunavut and the North West Territories Advisory Councils on the Status of Women

Representation on external committees or the board of directors:

- Women Interested in Successful Employment
- Women in Resource Development Committee
- St. John's Status of Women Council
- Silent Witness Committee
- Emergency Protection Order Evaluation Committee
- Council of Marine Professionals Association Gender Equity Committee
- International Women's Day Committee
- worked with women with disabilities through the Independent Living Resource Centre and Coalition of Persons with Disabilities
- Spokeswoman
- Equal Voice
- Human Trafficking Committee
- MHCC Mental Health Housing Strategy Project

Collaborations:

- Violence Prevention Initiative
- Justice Minister's Committee on Violence against Women
- RNC on important issues related to violence against women

These feminist groups and community organizations were important partners in advancing the work of the Advisory Council. Through collaboration with the St. John's Status of Women Council, the Independent Living Resource Centre and the Coalition for Persons with Disabilities, the Advisory Council was able to contribute to increased awareness of issues related to gender, sex and disability through two workshops held in St. John's. Partnerships with the Silent Witness Committee, the Violence

Prevention Initiative and the St. John's Status of Women Council have contributed to the Advisory Council being able to increase public awareness of violence against women, through public and media presentations. Work with Women in Resource Development Corporation, Women Interested in Successful Employment, the Office to Advance Women Apprentices and the Council of Marine Professionals Association has centred on women's earned income and employment and women in the skilled trades. Together with these groups the Advisory Council was able to raise awareness and provide input to Government barriers to women in the skilled trades. Collaboration with the WPO, Municipal Affairs, Equal Voice and the provincial Status of Women Councils has raised awareness of the need for more women in elected positions in all levels of Government.

3 Internal Governance

3.1 Meetings and Committees

We held four, two-day in-person meetings during the year:

- June 15-16, 2009
- September 14-15, 2009
- November 30- December 1, 2009
- March 5-6, 2010

A joint meeting with the eight Status of Women Councils/Women's Centres was held during our September, 2009 meeting. Four internal committees continued to guide the management of our organization: Finance, Governance, Personnel and Building and Communications.

3.2 Staffing

The Advisory Council has four full time positions and a part-time bookkeeper, all of whom work from the Provincial Advisory Council office at 15 Hallett Crescent.

Salaries continue to account for the largest expenditure within the core operating budget.

In 2008-2009, the Advisory Council created professional salary scales which are comparable to similar positions within Government. Comparable to the public service, the Advisory Council staff received a 4% increase at the beginning of the 2009-2010 fiscal year.

All staff at the Advisory Council is female.

3.3 Business Planning

The Advisory Council is moving into the last year of the 2008-2011 PACSW Business Plan and will undertake the development of the next three year business plan in the coming year.

While the 2008-2011 Business Plan encapsulates the Advisory Council's work on a number of issues that align with the Provincial Government Strategic Directions, it is by no means an exhaustive account of the issues addressed by the Advisory Council during the 2009-2010 fiscal year.

4 Governance Issues

In consideration of Government's strategic directions, and the mandate and resources of the Provincial Advisory Council on the Status of Women, the following priority areas have been identified by the Council members.

Issue 1: Advancing Justice for Women

The design and delivery of justice services provide a critical foundation for women's legal, economic and social equality. Issues of domestic violence, mental health and addictions, family law and correctional services all impact the social and economic well being of women. In keeping with its mandate to advise the Minister Responsible for the Status of Women, Government and the public on issues affecting the status of women, during 2009-2011, the Advisory Council identified key justice issues related to advancing the status of women. The Advisory Council has been actively engaged as a member of the Justice Minister's Committee on Violence against Women as well provided advice and recommendations on a number of initiatives within the Department of Justice around impacts on women. These initiatives include the Family Violence Court, Adult Alternative Justice, Family Justice Services and Emergency Protection Orders. An issue of concern for the Advisory Council is the growth of the sex trade and sex industries that has resulted from the economic prosperity being experienced in our Province. The Advisory Council, together with WPO and key stakeholders have begun an initiative to undertake an examination of the status of the sex trade industry in the Province. The Advisory Council, through a brief on the "Child, Youth and Family Services Legislative Act Review" provided advice and recommendations on issues that impact the status of women and their children in the Province. Additionally, through a brief to Government on "Umbrella Legislation for Health Professions Seeking Regulation", the Advisory Council provided input with respect to advancing the practice of midwifery in the Province. Through this work, the Advisory Council has been able to contribute to the advancement of the Provincial Government Strategic Directions related to violence prevention and women's social and economic equality, as stipulated in

Appendix A of the Business Plan 2008-2011 of the Provincial Advisory Council on the Status of Women.

Goal 1:

By 2011, the Provincial Advisory Council on the Status of Women will have conducted analysis and provided advice and/or recommendations to Government to further women's equality within key areas of the justice system.

Objective 2 (2009-10 Objectives):

By March 31, 2010, the Provincial Advisory Council on the Status of Women will have gathered information and developed advice and/or recommendations in key areas related to justice services for women, including but not limited to family violence courts and correctional services.

Measure: Provision of advice and/or recommendations.

Indicators:

> The Advisory Council will gather information, monitor and continue to advise Government as new programs related to justice services for women, including but not limited to family violence courts and correctional services are implemented.

Progress Report: Justice Services for Women

The Advisory Council, by March 31, 2010, achieved the indicator of gathering information, monitoring and providing advice to Government as new programs related to justice services for women, including but not limited to family violence courts and correctional services, were implemented.

A number of alternate dispute resolution programs in both family and criminal law areas have been initiated by Department of Justice in recent years. These initiatives were designed to divert cases from the courts and include mediation, conciliation, community conferencing and other services. An important feature of these initiatives is the mandatory rehabilitation programs in place for offenders. These initiatives include the Family Violence Intervention Court, Emergency Protection Orders, Adult Alternative Justice and Family Justice Services. During the development stages of these programs, the Advisory Council was involved in providing input, as were equality seeking women's organizations around the Province. The Advisory Council continues to maintain that these initiatives not become court cost saving measures that get routinely relied upon, rather they are used only in circumstances that have been thoroughly examined to ensure they are not situations where violence and/or power imbalances are involved. We continue to encourage the use of a gender inclusive analysis in forecasting the

impact of the programs. The Advisory Council worked with staff of Justice on the need for and content of gender based analysis training for those involved in delivery of the proposed Adult Alternative Justice program.

Over the past year the Advisory Council staff gathered information on and monitored the implementation of the Family Violence Intervention Court. Staff participated in and provided feedback on the Ontario Domestic Assault Risk Assessment (ODARA) training being used to evaluate offenders in cases of domestic assault.

Over the course of this reporting period, both Minister Thomas Marshall and Minister Felix Collins have held the Justice portfolio. Over the year, Advisory Council staff has met with the Ministers and executive officials of the Department of Justice on several occasions. We have provided advice and recommendations on:

- the operation of Family Justice Services (FJS)
- the external evaluation of Emergency Protection Orders
- the pilot Family Violence Intervention Court
- the Adult Alternative Justice Program during development
- the need for research into the sex trade in the Province

The Advisory Council meets regularly with the Minister Responsible for the Status of Women and her executive officials and provides regular advice and recommendations on these same issues.

We hold positions and actively participate on the following Justice Committees:

- Evaluation Sub-Committee, *Family Violence Prevention Act* – Emergency Protection Orders (EPO's);
- Justice Minister's Committee on Violence against Women.

The Advisory Council is confident the advice and recommendations provided on justice issues for women, contributed to increasing safety and equality of women in the Province as well as enhanced decision makers understanding of the gender dimensions of justice issues. Examples of effectiveness include:

- Changes to the Provincial Human Rights Act
- Terms of reference regarding research on sex trade
- Gender based analysis support to Adult Alternative Justice initiative
- Changes to the Child, Youth and Family Services Act

Objective 3 (2010-11 Objectives):

By March 31, 2011, the Provincial Advisory Council on the Status of Women will have provided further advice and/or recommendations for areas identified in Objective 2.

Measure:

Provide further advice and recommendations as pertaining to Justice Services for Women.

Indicators for 2010-2011:

The Advisory council will gather information, monitor and continue to advise Government as new programs related to justice services for women are implemented and provide advice and recommendations to Government on emerging justice issues for women.

Issue 2: Representation on Key Government Strategies

In keeping with its mandate to advise the Minister Responsible for the Status of Women and Government on issues affecting the status of women, Council members have identified contributions to ongoing strategic priorities and, in particular those involved with the Violence Prevention Initiative and the Poverty Reduction Strategy, as strategic issues. Both of these priority areas of focus align with the Provincial Government Strategic Directions 1, 4 and 5, as outlined in Appendix A of the Business Plan 2008-2011 of the Provincial Advisory Council on the Status of Women. These Strategic Directions include violence prevention, women's earned income and employment and women's economic and social equality.

The issues of violence and poverty constitute a significant portion of the Advisory Council's focus. Both the Violence Prevention Initiative and the Poverty Reduction Strategy are two very significant initiatives that the Government has prioritized in an effort to decrease levels of violence and levels of poverty in our Province. Continued commitment to advancing and resourcing the Violence Prevention Initiative and the Poverty Reduction Strategy are keys to advancing women's quality.

During the past reporting year, the Advisory Council provided advice and/or recommendations to the Minister Responsible for the Status of Women and departments involved with these ongoing Government strategies.

Goal 2:

By March 31, 2011, the Provincial Advisory Council on the Status of Women will have provided ongoing advice and/or recommendations on key Government strategies, including but not limited to the Violence Prevention Initiative and the Poverty Reduction Strategy.

Objective 2:

By 2010, the Provincial Advisory Council on the Status of Women will have gathered additional information and conducted analysis to further its advice and/or recommendations related to the prevention of violence against women and the Poverty Reduction Strategy.

Measure: Provision or advice and/or recommendations

Indicators:

- Gather information and provide advice and/ or recommendations to Government on reducing women's poverty including advice and/or recommendations related to the Poverty Reduction Strategy.
- Continue to advise and/or make recommendations to Government pertaining to prevention of violence against women, including gathering information and participating in evaluation and development of social marketing strategies of the Violence Prevention Initiative.

Progress Report: Prevention of Violence against Women

The Advisory Council, by March 31, 2010 achieved the indicator of providing advice and recommendations to Government on the prevention of violence against women.

Preventing violence against women and children is a continuing priority for the Advisory Council, one which requires constant attention and ongoing activities to raise public awareness. Over the past reporting year, the Council has publicly addressed issues of violence against women at both a provincial as well as national level through media interviews, opinion pieces, letters to the editor and speaking at public events. The spectrum of issues addressed spans the sentencing of offenders in Provincial courts and the increase in violence and crime levels that accompany economic development to the need to maintain the long gun registry and to refuse federal pardons to convicted sex offenders.

The Advisory Council is a member of the social marketing committee of the Violence Prevention Initiative and as such provided information and feedback on the development of the "Respect Women" campaign. Over the past year, staff and Council members attended the launch of the campaign and actively promote

the campaign and accompanying materials with the Province and beyond. The Advisory Council, working with the Violence Prevention Initiative conducted a gender analysis training session for the coordinators of the Regional Coordinating Committees against Violence. We participated in the VPI Stakeholders conference, focused on violence against children, held in St. John's. Over the past year, the Advisory Council has assisted in gathering information and feedback with respect to the Violence Prevention Initiative social marketing strategy. Comments and feedback have been gathered through individual discussions and meetings with groups around the Province. The Advisory Council has been engaged in discussions regarding further social marketing strategies to address violence.

The Advisory Council, as member of the Silent Witness committee in St. John's, assisted in the development of materials and the planning and coordination of the launch of the Silent Witness silhouettes to recognize women who have died at the hands of an intimate partner in our Province.

We have provided advice and/or recommendations on:

- The need for continued support for the VPI and 10 Regional Coordinating Committees against Violence
- Support for the development of a further VPI social marketing campaign addressing violence
- Continuation of support for the pilot women's employment project with Transition House Association of Newfoundland and Labrador
- Support to enhance staffing and training capacity of the Transition House Association of Newfoundland and Labrador.

Progress Report: Reducing Women's Poverty

The Advisory Council, by March 31, 2010 achieved indicator of providing advice and/or recommendations to Government related to reducing women's poverty.

The Poverty Reduction Strategy (PRS) is a valuable initiative in the quest to advance women's social and economic equality. Poverty reduction constitutes a priority area of focus for the Advisory Council.

In the past year, the Advisory Council, the Status of Women Councils/Women's Centres and the Women's Policy Office have been actively engaged in consultations and discussions providing feedback on "Empowering People - Engaging Community - Enabling Success: First Progress Report on the Government of Newfoundland and Labrador's Poverty Reduction Strategy." The Advisory Council has had a number of meetings with Poverty Reduction Strategy

staff to discuss the status of the strategy, the need for sex disaggregated data to allow for a clearer picture of how the strategy is contributing to poverty reduction for women.

We have provided advice and/or recommendations on:

- The need for presentation of sex disaggregated data to determine poverty reduction amongst women

Many of the Advisory Council's recommendations on poverty reduction were outlined in the brief submitted to the Minister of Finance in the 2010 Pre-budget Consultations. Recommendations included:

- The need for expansion of dental care program to include low income adults, inclusion of preventative care and the full cost of dentures to individuals on income support

- The need to amend access to prescription drug coverage in light of increase to minimum wage

- A series of recommendations pertaining to the lack of affordable housing in communities across the Province and the need for consideration of rent control legislation, supportive housing for seniors and provision of housing by industry

- Other recommendations addressed heating subsidies, affordable public transport for low income people and support for initiatives to improve nutrition levels in the Province.

Objective 3:

By 2011, the Provincial Advisory Council on the Status of Women will have furthered its advice and/or recommendations related to the prevention of violence against women and the Poverty Reduction Strategy.

Measure:

Advice and recommendations furthered.

Indicator for 2010-11:

- Gather information and provide advice and/or recommendations to Government on reducing women's poverty including, but not limited to advice and/or recommendations related to the Poverty Reduction Strategy
- Continue to advise and/or make recommendations to Government pertaining to prevention of violence against women, including

gathering information and participation in the Violence Prevention Initiative social marketing strategies as well as other committees to address violence against women

Issue 3: Advancing Women's Equality in Priority Areas

In keeping with its mandate to bring before Government and the public issues affecting the status of women, the Advisory Council focussed on barriers to women's employment in non-traditional occupations and barriers to increasing women's participation in elected office at all levels of government and decision making positions. Work in these areas has supported key Provincial Government Strategic Directions 2 and 3, women in leadership and decision making and skilled trades as outlined in Appendix A of the Business Plan 2008-2011 of the Provincial Advisory Council on the Status of Women.

An important aspect of increasing women's social and economic equality is the ability of women to obtain well paid employment. With the growing opportunities in the resource sector, it is critical that women be afforded the opportunity of gaining employment in the skilled trades and technology. However in order for women to avail of these opportunities, they require the necessary supports to do so. These supports include child care, transportation, affordable housing. In addition, there is need to address the numerous other barriers that constrain women's ability to enter non-traditional occupations.

Women continue to be under-represented in elected and/or decision-making positions. Research on the barriers to women's participation as well the development of strategies to redress this imbalance must be developed and implemented.

The Advisory Council, together with the Women's Policy Office and other community organizations continues to work on advancing women's participation in non-traditional occupations as well as in elected and/or decision making positions.

Goal 3:

By 2011, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to advancing women's equality, including but not limited to the provision of family supports for women working in non-traditional settings and addressing barriers to women's representation in elected positions and decision- making positions.

Objective 2:

By 2010, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to key areas identified in Objective 1 and emerging priority issues as identified by the Council.

Measure:

Provision of advice and/or recommendations relating to family supports for women working in non-traditional settings and relating to the representation of women in elected office.

Indicators:

- Advice and /or recommendations provided to Government related to women in elected office and decision-making positions.
- Advice and/or recommendations provided to Government related to family supports for women working in non-traditional settings.

Progress Report: Information Gathering on Family Supports for Women Working in Non-traditional Settings

The Advisory Council, by March 31, 2010 achieved the indicator of gathering information on approaches for the provision of family supports for women working in non-traditional settings.

With the appointment in May 2009, of Kelly Power, Director of the Carpenter and Millwrights College to the Advisory Council, over the past reporting year, the Council was very active in examining the status of women in non-traditional occupations, the barriers that exist and the strategies to overcome the barriers. The Advisory Council is an active member of the Board of Directors of the Women in Resource Development Corporation (WRDC), working with them to examine how best to advance women in the skilled trades. As well, the Advisory Council is an active member of the Gender Equity Committee of the Council of Marine Professionals Association (COMPASS), the intent of which is to encourage and support women to enter the marine transportation industry.

Through discussions the Advisory Council had with women in different regions of the Province, a number of barriers as well as challenges were identified. These include issues related to lack of available childcare for women working in non-traditional occupations, difficulties associated with finding and affording housing in locations where the work is, the need to relocate from one's home base to accept positions in the skilled trades, transportation issues. While there is extensive support for women to receive training in skilled trades and technology, the ability to gain apprenticeships, obtain journey papers and secure employment in the sector were identified as significant obstacles for women. In collaboration

with the WPO, other government departments and organizations engaged in advancing women in non-traditional occupations, the Advisory Council is participating in a working group to develop proposals around overcoming these challenges and obstacles.

The Advisory Council has provided advice and/or recommendations to industry around the need to follow through on existing women's employment plans, what barriers exist for women and how industry can overcome the barriers and provide support to women in the skilled trades and technology sector through diversity funds.

The opportunity to advance women's economic equality through obtaining employment in the marine transportation sector is a viable and financially lucrative option for women in the Province. At the present time there is a worldwide demand for employees in this sector. The Advisory Council has worked with COMPASS, over the past reporting year, on the development of materials designed to encourage and support women to enter the marine transportation industry. Such materials include an extensive manual, a video, posters, pamphlets and website that include substantial content on women in the sector. The Advisory Council has been supporting the work to encourage women to enter the marine transportation sector, by actively distributing the posters and pamphlets.

In keeping with the priority focus of identifying barriers and encouraging women to enter non-traditional occupations, the Advisory Council was actively engaged in the issue of recruitment and hiring of female firefighters in the City of St. John's. The low numbers and the barriers encountered by women wishing to work as firefighters in St. John's were brought to the attention of both the Advisory Council and the WPO. The Advisory Council researched the tools, manuals and approaches being used by other major cities across Canada as well as other communities across the Province to recruit and hire female firefighters and did a comparison with St. John's. Through the media, the Advisory Council drew attention to the inadequacy of the materials and the lack of strategy around the recruitment and hiring of female firefighters in St. John's. Together the Minister, the WPO and the Advisory Council successfully raised the issue with the City and obtained a commitment to changing policy with respect to recruitment and hiring.

Substantive work has been done to encourage and support women to undertake the necessary training to secure employment in non-traditional occupations however, significant barriers remain with respect to their ability to secure apprenticeships, qualify for journey status and ultimately obtain secure employment. The Advisory Council is committed to working to advance women in non-traditional occupations through collaboration with others in an effort to reduce and/or eliminate the barriers.

We have provided advice and/or recommendations to Government on:

- The need for a cross-sectoral working group that includes Government, the Advisory Council and community organizations to strategize around overcoming the barriers for women to ensure they are able to secure apprenticeships, journeyed status and sustainable employment
- Barriers identified by women, particularly those with children and the need for supports and/or alternatives that allow them to work in the skilled trades
- The need to work with the unions around ensuring women are able to secure employment in the skilled trades and the challenges that exist around achieving that
- Use of industry diversity funds to support and advance women in the skilled trades

Progress Report: Information Gathering on Strategies to Increase Women's Representation in Elected Office and Decision-making Positions

The Advisory Council, by March 31, 2010 achieved the indicator of advancing strategies to increase women's representation in elected office and decision making positions.

The Advisory Council was actively engaged in work to increase women's representation in elected office, particularly in the first half of the reporting year. Leading up to the Provincial municipal elections, the Council participated in Lunch and Learn sessions on women in leadership, convened by the Status of Women Councils, WPO and the Department of Municipal Affairs. We attended and/or spoke at sessions in Stephenville, Bay Roberts and St. John's. The Advisory Council submitted an opinion on women in leadership to local newspapers across the province, encouraging women to run for municipal office. In additions, we posted the "Woman's Manual on Organizing an Election Campaign", on the Advisory Council website. Through both print and electronic media, the Advisory Council addressed negative comments made regarding women's participation on Boards of Directors, as well as the election of female majorities on municipal councils.

Subsequent to the focus on municipal elections, the Advisory Council has been participating in meetings to launch a provincial chapter of Equal Voice, a non-partisan organization dedicated to the encouragement and promotion of women to elected positions.

Aside from elected positions at all levels of government, the Advisory Council has been working with the WPO on strategies to increase the representation of women in senior leadership in the Provincial Government as well as agencies, boards and corporations.

While we have seen changes over the past year with the election of women to municipal councils in the Province, the under-representation of women in elected office and leadership positions in general continues to be an area that requires dedicated attention. The Advisory Council is committed to continuing work to encourage and support more women to run for elected office, but also to working with government and the private sector to advance more women into leadership positions.

We have provided advice and/or recommendations to Government on:

- The need to increase representation of women in senior leadership and decision-making positions in Government, agencies, boards and commissions

Objective 3:

By 2011, the Provincial Advisory Council on the Status of Women will have furthered its recommendations in the key areas identified in Objective 1 and emerging priority issues as identified by the Council.

Measure:

Will have furthered recommendations pertaining to support for women working in non-traditional settings as well as strategies to increase women's participation in elected office and decision-making positions.

Indicator for 2010-11

- Advice and/or recommendations provided to Government related to women in elected office and decision-making positions.
- Advice and/or recommendations provided to Government related to family supports for women working in non-traditional settings

Issue 4: Public Awareness

In keeping with its mandate to bring issues affecting the status of women to Government and the public, the Advisory Council has identified the strategic issue of public awareness. The Advisory Council has been actively engaged in increasing awareness of the roots of women's inequality and the importance of effective public policies to advance the status of women. In the public awareness work of the Advisory Council, the Provincial Government Strategic Directions

were highlighted. This work addressed violence against women, women in leadership, skilled trades women's earned income and women's economic and social equality, strategic directions 1, 2,3, 4 and 5 as outlined in Appendix A of the Business Plan 2008-2011 of the Provincial Advisory Council on the Status of Women.

Goal 4:

By 2011, the Provincial Advisory Council on the Status of Women will have developed focused public awareness strategies in response to strategic priority issues related to the advancement of the status of women.

Objective 2:

By 2010, the Provincial Advisory Council on the Status of Women will have evaluated its strategic approach to publicly respond to priority areas related to the advancement of the status of women.

Measure:

The Advisory Council's strategic approach to communications is evaluated.

Indicators:

- The Advisory Council will have improved communications through application and further refinement of the Communications Strategy.
- The Advisory Council will have responded to priority areas related to the advancement of women through focused public awareness strategies.
- An evaluation framework will have been developed and evaluation completed.

Progress Report: Communications Committee and Strategic Communications Plan

The Advisory Council, by March 31, 2010 achieved the indicator of improving communication through refinement of communications strategy; responding to priority areas related to the advancement of women through focused public awareness strategies and an evaluation framework which was developed and evaluated. .

Communications and outreach are critical to the Advisory Council's ability to fulfill its mandate. Reaching out to engage women across the Province is essential if the Advisory Council is to truly represent the concerns of all women in Newfoundland and Labrador. In the 2008-2011 Business Plan, Public Awareness was one of the four strategic issues identified. The establishment of a Communications Committee and the development and evaluation of a strategic Communications Plan were set out as key indicators to the achievement of goals

related to Public Awareness. The Communications Committee comprised of staff and Advisory Council members have been actively engaged in refining and advancing the Strategic Communications Plan.

Over the past reporting year, the Communications Committee has refined and improved on the Communications Strategy. To this end, a promotional pamphlet and information poster were developed and produced in order to increase awareness of the mandate, composition and priorities of the Advisory Council. These materials have been distributed across the Province by Council members as well as through the extensive PACSW contact list.

The website and listserv continue to be important venues for women to access and share information on women's equality issues. During the 2009-2010 fiscal year, the Advisory Council developed a framework and undertook a formal evaluation of the listserv and a more informal evaluation of the website via key informants. The results of these evaluations provided the Advisory Council with solid recommendations and ideas that are forming the basis for changes to be made to both communication tools as well as the updating of the communications strategy.

We sent out a media releases and wrote letters to the editor on a number of topics and gave many media interviews throughout the year. These were covered in the local as well as provincial media outlets.

Progress Report: Focused Public awareness strategies

In the work to increase awareness and advance women's equality, the Advisory Council engaged in a number of activities to reach out and engaged new constituencies, responded publicly to emerging issues impacting women, collaborated with organizations and participated in boards of directors to further the work in identified priority areas. Extensive work has been done in this regard, however the following are some of the key initiatives the Advisory Council was engaged in:

EI and Parental Leave Forum – On October 20, 2009, together with Newfoundland and Labrador Federation of Labour President Lana Payne, Linda Ross spoke on the issue of EI and Parental Leave and the impact on women at a public event organized by GEMMA – a Society for the Promotion of Infant Mental Health.

Newfoundland Aboriginal Women's Network – Linda Ross gave an address at the Annual General Meeting held, October 24-25, 2009 in Black Duck Siding. The focus of the address was the role of the Advisory Council and the critical importance of policies and programs to advance women's equality.

Newfoundland and Labrador Federation of Labour Women's Conference – On October 1, 2009, Linda Ross gave an address on the role and work of the Advisory Council.

Women in the Global Economy Roundtable – On June 12, 2009, the Advisory Council hosted a roundtable with representatives of government and non-government organizations as well as academia on the role of women in the global economy, the work being done to advance women's economic status in Newfoundland and Labrador and the growing representation of women in non-traditional occupations.

A priority for the Advisory Council is the necessity of reaching out and meeting with diverse groups of women from across the Province. Over the past reporting year, the Advisory Council began deliberate outreach to women in the Province. Collaborating with the Rural Secretariat, the Advisory Council spent five days on the Northern Peninsula meeting with groups of women to discuss issues affecting their lives, in November 2009. In addition, the Advisory Council met with women in Stephenville, Corner Brook, Placentia and Bay Roberts. Through status of women councils, and other equality seeking organizations, there are many opportunities for women to identify issues and raise concerns, however for those without access to organized groups there is a real need to ensure mechanisms to hear their voices in order that the Advisory Council represent the concerns of all women in the Province.

Objective 3:

By 2011, the Provincial Advisory Council on the Status of Women will have furthered its strategic approach to publicly responding to priority areas related to the advancement of the status of women.

Indicator Development for 2010-2011

- The Advisory Council will have implemented changes resulting from the evaluation of the Communications Plan
- The Advisory Council will have furthered its work to respond to priority areas related to the advancement of women through focused public awareness strategies
- The Advisory Council will have furthered outreach to women in regions of the Province

5.0 Opportunities and Challenges Ahead

The Advisory Council recognizes the many changes and positive steps being taken to advance women's equality in our Province. However, we continue to be concerned about the inequality women experience, particularly aboriginal

women, women in rural communities, women with disabilities and multicultural women. In our Province there are many opportunities for the Advisory Council to work with Government and community to raise and address issues to advance women's equality. There are however, persistent daunting challenges that women continue to face.

The economic growth experienced by our Province has proven positive in many respects. The benefits of growth have meant significant investment in programs and initiatives to reduce poverty, create new opportunities and advance the status of women. We have seen numerous positive changes and initiatives by Government to ensure that women are able to avail of the economic and social benefits of our economic growth and development. However, economic growth and development brings with it a series of challenges, a number of which are impacting on women in our Province.

The opportunities for women to avail of employment in non-traditional occupations have advanced significantly and we are experiencing an increase in the number of women entering programs in the skilled trades. However, women still face significant barriers. For those entering the programs, the ability to obtain employment to complete apprenticeships and secure journeyed status continues to be a problem. In many cases, employment in the particular trade is limited at the present time and waiting for the job opportunities 'down the road' creates real economic hardship. For other women, the lack of available childcare and the need to leave one's community for employment present further barriers. The Advisory Council, together with Government and community recognize the need to collaborate in order to seek and provide advice on strategies to overcome identified barriers in order to further assist women in securing sustainable employment in these higher salaried positions. The widening gender wage gap in our Province will continue to grow as long as men continue to dominate the higher paying positions.

The lack of safe, affordable, accessible housing and the lack of access to regulated affordable child-care stand out as two of the most significant challenges raised by women in the Province.

The lack of child-care presents not only a barrier for women interested in securing employment outside the home, it is proving a deterrent to working women having children. Newfoundland and Labrador, as with provinces across the country is faced with decreasing birth rates. EI maternity and parental leave provisions remain insufficient to meet the needs of women and their families. The Advisory Council is committed to working with Government and community to address these challenges.

The economic prosperity being experienced in the Province has lead to tremendous growth in the housing market. With vacancy rates hovering around the 1% figure, the lack of safe, affordable, accessible housing is a major concern

for many people. The Social Housing Plan has set out steps to move forward and alleviate some of the problem for those who qualify. The real estate and rental markets have become inaccessible for growing numbers of working individuals and families. The Advisory Council and others groups have raised this as an issue requiring attention and are working with Government and community on initiatives to redress the problem.

The municipal elections in September 2009 provided an opportunity to publicly encourage and support women to run for elected positions. With the possibility of a federal election and the Provincial election slated for September 2011, the Advisory Council has the opportunity to build on work being done and collaborate with others to advance women in elected positions. The interest in advancing women in leadership positions presents a key opportunity for the Advisory Council to work with Government on strategies to advance women to senior positions.

The Advisory Council is entering the final year of our 2008-2011 Business Plan, in which we made the commitment to advance work, by March 2011 on the four specific goals of:

- Conducted analysis and provided advice and/or recommendations to Government to further women's equality within key areas of the justice system.

- Provided advice and/or recommendations related to advancing women's equality including, but not limited to, the provision of family supports for women working in non-traditional settings and addressing barriers to women's representation in elected positions and decision-making positions.

Since 2004, the number of women registering for apprenticeship programs in non-traditional trades in the Province has increased by 35%.

Department of Education

- Provided ongoing advice and/or recommendations on key Government strategies including, but not limited to, the Violence Prevention Strategy and the Poverty Reduction Strategy.

- Developed focused public awareness strategies in response to priority issues related to advancing the status of women.

Over the coming year, we will continue to collaborate with diverse members of the women's community to analyze issues, provide advice and/or recommendations and advocate for policies and programs to advance women's equality. We will engage in research and consultation and undertake the development of our next three year Business Plan for the 2011-2014. We will strive to maintain and strengthen effective working relationships with Government

departments and agencies and we will continue to bring key issues and feminist perspectives to the attention of the general public.

6.0 Audited Financial Statements

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

FINANCIAL STATEMENTS

31 MARCH 2010

Office of the Auditor General

OFFICE OF THE AUDITOR GENERAL
St. John's, Newfoundland and Labrador

AUDITOR'S REPORT

To the Board of Directors
Provincial Advisory Council on the Status
of Women - Newfoundland and Labrador
St. John's, Newfoundland and Labrador

I have audited the balance sheet of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador as at 31 March 2010 and the statements of revenues, expenses and surplus, and cash flows for the year then ended. These financial statements are the responsibility of the Council's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at 31 March 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

JOHN L. NOSEWORTHY, CA
Auditor General

St. John's, Newfoundland and Labrador
25 June 2010

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

BALANCE SHEET

31 March	2010	2009
ASSETS		
Current		
Cash	$ 72,066	$ 9,915
Accounts receivable (Note 2)	5,060	3,619
Prepaid expenses (Note 3)	6,815	3,218
	83,941	16,752
Capital assets (Note 4)	12,564	22,164
	$ 96,505	$ 38,916
LIABILITIES AND SURPLUS		
Current		
Accounts payable and accrued liabilities	$ 14,330	$ 14,755
Surplus	82,175	24,161
	$ 96,505	$ 38,916

Commitments (Note 5)

See accompanying notes

Signed on behalf of the Council: Linda Lee Lass, **President** — Kelly Lower, **Member**

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF REVENUES, EXPENSES AND SURPLUS

For the Year Ended 31 March	2010	2009
REVENUES		
Province of Newfoundland and Labrador operating grant	$ 493,800	$ 420,900
Interest	816	1,009
	494,616	421,909
EXPENSES		
Amortization	10,453	14,017
Council meetings	38,598	40,814
Operating expenses	65,122	48,006
Outreach	11,662	17,487
Rent	29,608	29,608
Salaries and employee benefits	281,159	280,678
	436,602	430,610
Excess of revenues over expenses (expenses over revenues)	58,014	(8,701)
Surplus, beginning of year	24,161	32,862
Surplus, end of year	$ 82,175	$ 24,161

See accompanying notes

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF CASH FLOWS

For the Year Ended 31 March

	2010	2009
Cash flows from operating activities		
Excess of revenues over expenses (expenses over revenues)	$ 58,014	$ (8,701)
Adjustment for non-cash items		
Amortization	10,453	14,017
	68,467	5,316
Changes in non-cash working capital		
Accounts receivable	(1,441)	7,583
Prepaid expenses	(3,597)	1,978
Accounts payable and accrued liabilities	(425)	6,273
Deferred revenue	-	(11,000)
	63,004	10,150
Cash flows from investing activities		
Purchase of capital assets	(853)	(946)
	(853)	(946)
Net increase in cash	62,151	9,204
Cash, beginning of year	9,915	711
Cash, end of year	$ 72,066	$ 9,915

See accompanying notes

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
31 March 2010

Authority

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) was established under the *Status of Women Advisory Council Act.* The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by a Board of Directors appointed by the Lieutenant-Governor in Council.

1. Significant accounting policies

These financial statements have been prepared by the Council's management in accordance with Canadian generally accepted accounting principles. Outlined below is the significant accounting policy followed.

Capital assets

All capital assets are capitalized at cost at the time of acquisition. Amortization for capital assets is calculated using the methods described below based on the expected future useful life of the assets as follows:

Furniture and office equipment	Straight line, 5 years
Computer hardware and software	Straight line, 3 years
Leasehold improvements	Straight line, 5 years

2. Accounts receivable

	2010	2009
Harmonized sales tax	$ 4,672	$ 3,619
Trade accounts receivable	388	-
	$ 5,060	$ 3,619

There is no allowance for doubtful accounts since all amounts are considered collectible.

3. Prepaid expenses

	2010	2009
Insurance	$ 805	$ 793
Rent	2,618	-
Salary	1,186	-
Travel	-	517
Workplace Health, Safety and Compensation Commission	2,206	1,908
	$ 6,815	$ 3,218

Office of the Auditor General

4. Capital assets

	2010			2009
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Furniture and office equipment	$ 28,749	$ 17,214	$ 11,535	$ 16,432
Computer hardware and software	23,767	23,767	-	4,188
Leasehold improvements	2,574	1,545	1,029	1,544
Total	$ 55,090	$ 42,526	$ 12,564	$ 22,164

5. Commitments

In March 2007, the Council entered into a 5 year agreement to lease a postage meter requiring monthly lease payments of $28. In August 2007, the Council entered a 5 year agreement for the lease of office space requiring monthly lease payments of $2,618 with an option to renew for an additional 5 years at the same terms and conditions.

6. Pensions

Council staff are subject to the *Public Service Pensions Act*. Employee contributions are matched by the Council and remitted to the Province of Newfoundland and Labrador Pooled Pension Fund from which pensions will be paid to employees when they retire. The Council's share of pension contributions for 2010 was $16,766 (2009 - $18,306).

7. Economic dependence

As the Council's revenue consists primarily of operating grants from the Province, its ability to continue viable operations is dependent upon the decisions of the Province.

8. Financial instruments

The Council's current financial instruments recognized on the balance sheet consist of cash, accounts receivable, and accounts payable and accrued liabilities. The carrying values of these instruments approximate current fair value due to their nature and the short-term maturity associated with them.

9. Income taxes

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

Appendix I: Biographical Information

Back row (L-R): Carolyn Lavers. Vice President, Regina Bailey, Hilda Whalen. and Linda Ross. President/CEO

Front row (L-R): Phyllis Seymour, Yamuna Kutty, Michelle Murdoch, Stephanie Flowers

Missing from photo: Mary Pia Benuen, Kelly Power and Vanessa MacArthur

2009-2010 Advisory Council Members:

Linda Ross, St. John's – President:

Linda comes to this position with dedication and commitment to feminist and community development principles. She has been an active volunteer with many community based organizations including, the St. John's International Women's Film Festival, the Newfoundland and Labrador AIDS Committee and the Canadian Public Health Association. She is a long-standing and active volunteer on the St. John's International Women's Day Committee. Linda has worked with Oxfam Canada for 25 years, most recently as team leader of policy and outreach. Over the years she has worked and lived in parts of Asia, Africa and South America. Linda was a member of the Oxfam Canada - Gender Working Group which developed Oxfam's first gender action plan related to internal and external operations. Linda has a history of leadership and experience in dealing with issues that affect women on a local and global scale. Ms. Ross lives with her family in St. John's.

Carolyn Lavers, Port au Choix – Vice-President:

Carolyn is an Economic Development Officer with the Department of Innovation, Trade and Rural Development in Port au Choix. She is a small business entrepreneur and worked with the former Women's Enterprise Bureau. Carolyn has served on the boards of several local business development boards and other community agencies. She is also deeply concerned about issues related to violence, rural child care solutions, women's employment and women in leadership. She brings great dedication and insight to our work.

Mary Pia Benuen, Sheshatshiu – Council Member:

Through hard work and many sacrifices, Mary Pia was the first Innu woman to become a nurse. She is a true community leader involved in health promotion, facilitating workshops and community research. She sits on a number of community advisory groups. Mary Pia volunteers with the Family Resource Centre and is always willing to go that extra mile with families experiencing hardship including providing emotional support when suicide or death occurs. Mary Pia and her daughter live in Sheshatshiu.

Stephanie Flowers, Happy Valley – Council Member:

Stephanie is an Aboriginal woman originally from the community of Rigolet, on the north coast of Labrador. She obtained her bachelor's degree in Psychology from Saint Mary's University in 2005. Currently she is working as a Project Coordinator with the Mokami Status of Women Council, but has also worked with the Canadian Paraplegic Association as an Employment Counsellor. Stephanie was a board member for 5 years with Lake Melville Community Employment, an organization supporting individuals with developmental delays obtain and maintain meaningful employment. She is deeply passionate about working with women and would like to expand her education and advocacy into maternal health. She currently resides with her family in Happy Valley.

Kelly Power, Paradise – Council Member:

Kelly is currently the director of the Carpenter Millwrights' College in Paradise. She has actively promoted skilled trades to women and encouraged partnerships with organizations to attract women to the construction industry. Kelly is very passionate about ensuring the success of female apprentices and works closely with them to help mediate barriers in training and employment. Kelly has been involved with the Federation of Labour, Education Committee and with the Department of Innovation, Trade and Rural Development, Strategic Partnership Innovation Committee. Kelly is originally from Hermitage and currently lives with her family in Paradise.

Yamuna Kutty, St. John's – Council Member:

Yamuna is the past President of the Multicultural Women's Organization of Newfoundland and Labrador. She has also served on the St. John's Status of Women Council, the National Action Committee on the Status of Women and the National Organization of Immigrant and Visible Minority Women of Canada. Yamuna is involved with numerous projects and initiatives. She brings critical perspectives about the lives of immigrant and refugee women to our work along with a warm and caring heart. She has an extremely busy volunteer schedule.

Vanessa MacArthur, Port aux Basques – Council Member:

Vanessa is an Employment Counsellor at the Career Information Resource Centre in the Port aux Basques area. In addition, she currently serves as chair of the Regional Economic Development Board in her region and is past President of the Gateway Status of Women Council. Vanessa understands the issues having worked with the Women's Centre in previous years. She works from a grassroots perspective, helping women with issues ranging from employment and training to child care and violence. She is a determined and eloquent advocate for women's equality. She is also a talented singer/songwriter with two CDs to her credit.

Michelle Murdoch, St. John's – Council Member:

Michelle is a determined feminist with a disability. She is past chair of the Independent Living Resource Centre (ILRC), a cross disability service organization. Michelle earned her Master's in Women's Studies from Memorial University. As part of her program, she completed a participatory action research project about women with disabilities and employment. Her interests extend across a broad range of social justice issues including poverty, employment and education. She is keenly analytical and always ready to ask the important questions.

Phyllis Seymour, Little Bay Islands – Council Member:

Phyllis received the Governor General's Person's Case Award in 1998. She is a former social worker with a long-standing history of involvement with social justice and equality issues. Phyllis is a former administrator of Emmanuel House and is well known for mentoring others involved in critical equality-seeking community work. She is extremely concerned about violence against women and children and is a strong child care advocate. She brings great wisdom and passion to the work of the Advisory Council.

Hilda Whelan, Whitbourne – Council Member:

Hilda was instrumental in fighting for women's rights in a case involving surviving spouses and the Workplace Health, Safety and Compensation Commission. She solely represented and fought for all widows involved in the case for 15 years ultimately winning an important victory for women's equality. Hilda is a strong advocate concerned about a wide variety of issues affecting women including violence and access to child care. She brings the realities of rural women to the work of the Advisory Council and is determined to keep making a difference.

Regina Bailey, Clarenville – Council Member

Regina is a retired teacher who has been extensively involved in her Community. She has been active in various organizations including Discovery Women's Network, Provincial Strategic Social Plan, Child Custody Review Committee, Eastern Regional Health Authority, Red Cross Emergency Response Team and was the first female elected to the Shoal Harbour Town Council. Regina has had a long- standing interest in women's issues and brings dedication and commitment to the Council. She looks forward to working with the Council in advancing and promoting women's issues.

Advisory Council Staff:

Sandy Abbott – Office Manager:

Sandy has an extensive work history in a variety of sectors including health care, Government, not-for-profit and private business. She is experienced in all aspects of office administration, has been an adult educator in a private college setting and holds a Diploma in Computer Studies. Sandy has also served on the executive of a number of not-for-profit organizations and has a special interest in learning disabilities and drug abuse issues. Sandy lives in St. John's with her daughter, son and two adopted beagles.

Elaine Condon – Communications Director (November 2008 – December 2009):

Elaine's roots are in Calvert on the Southern Shore. She has lived and worked in many parts of Newfoundland and Labrador. After completing her first degree at Memorial University, she worked in human rights in Saskatchewan and then as a field worker with MUN Extension Services until its demise in 1991. Elaine has volunteered and worked within the women's community in Newfoundland and Labrador for more than three decades. For fourteen years, she was the Coordinator of the Gander Women's Centre and is a founding mother of Cara Transition House. After completing a Master's degree at Carleton University, she decided to move back to the East coast. Currently, she lives in a downtown row

house with room for her two sons and one daughter to boomerang. Elaine joined the staff of PACSW in November 2008.

Sarah Cahill – Communications and Outreach Director (March 2010 to present):

Sarah has spent much of her academic and professional career in the area of humanities and social sciences. She received a Bachelor of Arts in Folklore and History with a Certificate in Newfoundland Studies from Memorial University of Newfoundland. This degree, combined with her Master's Degree in Irish Studies from the National University of Ireland, has fostered her passion for communicating with people and recognizing the value of every individual's opinion. In her professional life, she worked in a variety of community outreach and student services positions. Sarah is a part of the Board of Directors for WISE.

Elaine Wychreschuk – Policy Analyst (February 2007- September 2009):

Elaine moved to Newfoundland and Labrador in 1974 after spending her early years in Manitoba, Alberta, British Columbia and the Yukon. Before pursuing a law degree, her interests and employment were varied and included textile arts and community development. For over 15 years, she practised criminal and family law working for both the Newfoundland and Labrador Legal Aid Commission and the Department of Justice. In all her endeavours, she has been committed to improving the status of women and pursuing equality for everyone. With a home base in St. John's, she has travelled to virtually every community in the Province.

Jessica Bartlett – Research and Policy Analyst (April 2010- Present):

Jessica graduated from Memorial University in 2005 with a Bachelor of Arts (Honours) that focused on Newfoundland Women's history. In 2008, she graduated from Dalhousie Law School where her volunteer and academic interests lay in social justice issues, including immigration law and LGBT rights. Following her call to the bar in February 2009, Jessica worked as Staff Solicitor with the Newfoundland and Labrador Legal Aid Commission where she practiced primarily family and criminal law. Much of her practice experience involved working with women offenders, single parents and members of the Labrador Inuit community. Jessica currently sits on the Board of Directors for the St. John's Rowing Club and the Independent Living Resource Centre.

Appendix II: Values

Commitment:

Each individual applies feminist principles when asserting equality and challenging inequality, thereby affecting social change.

Responsiveness:

Each individual responds to request in a time-efficient manner, meeting the changing needs of the women's community as issues emerge.

Inclusiveness:

Each individual works to ensure that opinions and knowledge from the public at large, community groups, the board the staff, government officials and other interest groups are considered so that the strength that exists in the collective voice of women is sustained and enriched by the diversity of women's perspectives.

Learning:

Each individual continues to educate herself about women's inequality as a means of fulfilling her responsibility as a feminist leader.

Safety:

Each individual contributes to the creation of a respectful environment that ensures women have a safe place to speak openly about inequities.

Celebration:

Each individual acknowledges both the challenges and the joys of working with and for women and celebrates our collective achievements.

Equity, Equality and
Inclusion for Women

PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF
WOMEN
NEWFOUNDLAND & LABRADOR

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